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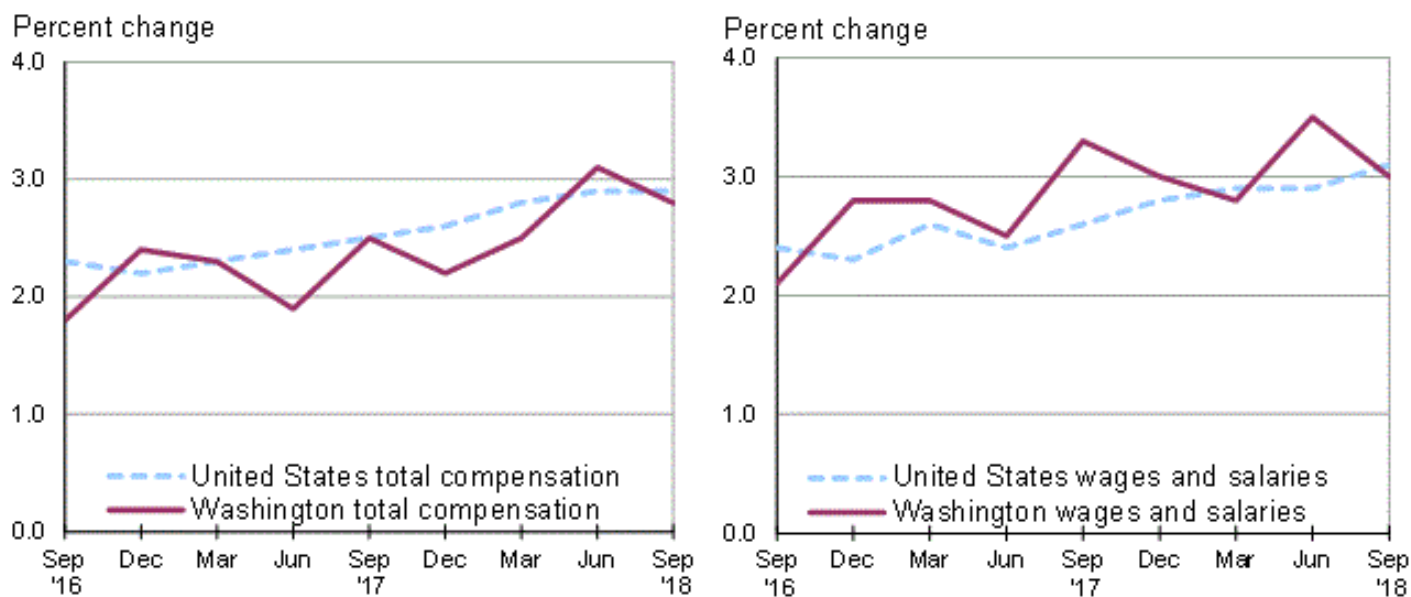
Technical information: (215) 597-3282 BLSInfoPhiladelphia@bls.gov [www.bls.gov/regions/mid-atlantic](http://www.bls.gov/regions/mid-atlantic)

Media contact: (215) 861-5600 BLSMediaPhiladelphia@bls.gov

## Changing Compensation Costs in the Washington-Baltimore Metropolitan Area – September 2018

Total compensation costs for private industry workers increased 2.8 percent in the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV, metropolitan area for the year ended September 2018, the U.S. Bureau of Labor Statistics reported today. Sheila Watkins, the Bureau's regional commissioner, noted that one year ago, Washington-Baltimore experienced an annual gain of 2.5 percent in total compensation costs. Locally, wages and salaries, the largest component of total compensation costs, advanced at a 3.0-percent pace for the 12-month period ended September 2018. Nationwide, total compensation costs and wages and salaries rose 2.9 and 3.1 percent, respectively, over the year. (See [chart 1](#) and [table 1](#).)

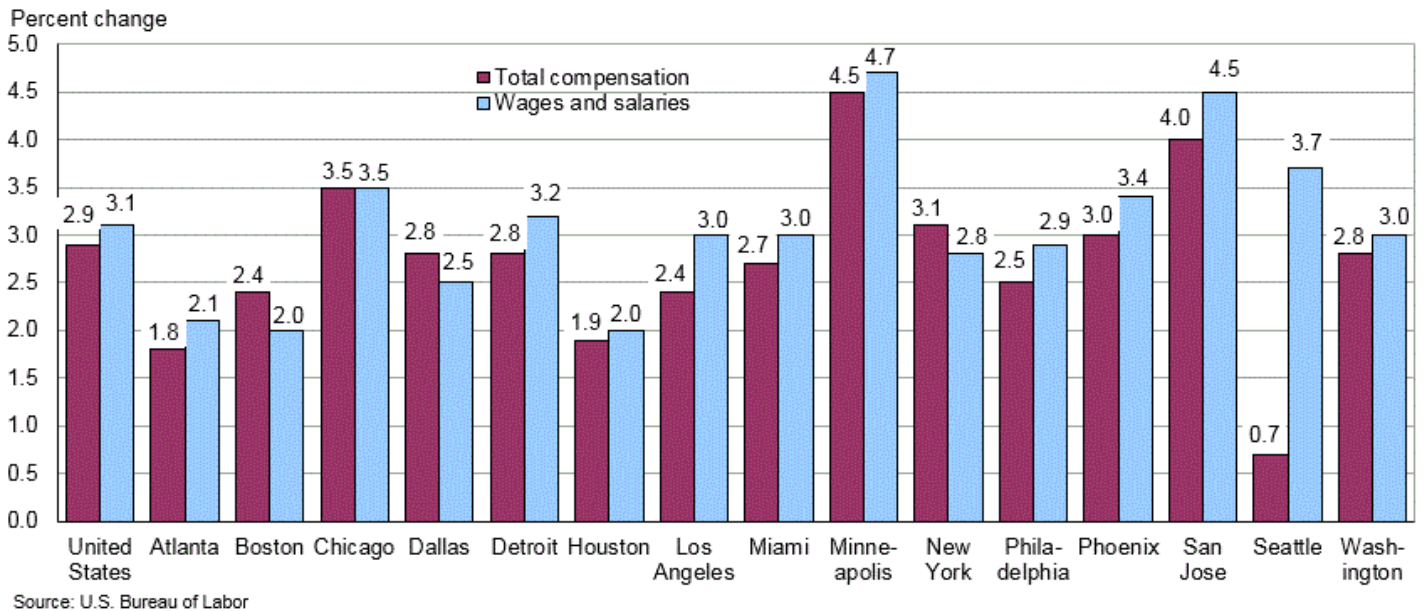
**Chart 1. Twelve-month percent changes in the Employment Cost Index, private industry workers, United States and the Washington area, not seasonally adjusted, September 2016–September 2018**



Washington-Baltimore is 1 of 15 metropolitan areas in the United States, and 1 of 5 areas in the South region of the country, for which locality compensation cost data are now available. Washington-Baltimore's over-the-year increase of 2.8 percent in total compensation ranked 6<sup>th</sup> of the 15 published areas in September 2018, tying with Dallas and Detroit. Among the other areas, percent changes in total compensation ranged from 4.5 percent in Minneapolis to 0.7 percent in Seattle from September 2017 to September 2018. With an increase of

3.0 percent, Washington-Baltimore ranked 7<sup>th</sup> in wage and salary gains over the year, tying with Los Angeles and Miami. Growth rates in wages and salaries among the other metropolitan areas ranged from 4.7 percent in Minneapolis to 2.0 percent in Boston and Houston. (See [chart 2.](#))

**Chart 2. Twelve-month percent change in the Employment Cost Index, private industry workers, United States and localities, not seasonally adjusted, September 2018**



When compared with the other four metropolitan areas in the South, the annual increase in total compensation costs in Washington-Baltimore (2.8 percent) in September 2018 matched Dallas's and was above those in Miami (2.7 percent), Houston (1.9 percent), and Atlanta (1.8 percent). Washington-Baltimore's 3.0-percent gain in wages and salaries over the 12-month period tied with Miami as the highest in the region, and was greater than those in Dallas (2.5 percent), Atlanta (2.1 percent), and Houston (2.0 percent). (See [table 2.](#))

Locality compensation costs are part of the national Employment Cost Index (ECI), which measures quarterly changes in compensation costs, which include wages, salaries and employer costs for employee benefits. In addition to the 15 locality estimates provided in this release, ECI data for the nation, 4 geographical regions, and 9 geographical divisions are available. (Geographical definitions for the metropolitan areas mentioned in this release are included in the [Technical Note.](#))

In addition to the geographic data, a comprehensive national report is available that provides data by industry, occupational group, and union status, as well as for both private, and state and local government employees. The release is available on the Internet at [www.bls.gov/ncs/ect/](http://www.bls.gov/ncs/ect/) Current and historical information from other Bureau programs may be accessed via our regional homepage at [www.bls.gov/regions/mid-atlantic/](http://www.bls.gov/regions/mid-atlantic/).

**The Employment Cost Index for December 2018 is scheduled to be released on Thursday, January 31st, 2019.**

### Technical Note

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits.

Wages and salaries are defined as straight-time average hourly earnings or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime, work on weekends and holidays, and shift differentials. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time earnings, whereas nonproduction bonuses (such as Christmas or year-end bonuses) are excluded. Also excluded are such items as payments-in-kind, free room and board, and tips.

Based on available resources and the existing ECI sample, it was determined that estimates would be published for 15 metropolitan areas. Since the ECI sample sizes by area are directly related to area employment, the areas with the largest private industry employment as of the year 2000 were selected. For each of these areas, 12-month percent changes and associated standard errors were computed for the periods since December 2006.

The metropolitan area definitions of the 15 published localities are listed below.

- **Atlanta-Sandy Springs-Gainesville, GA-AL Combined Statistical Area (CSA)** includes Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, DeKalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Hall, Haralson, Heard, Henry, Jasper, Lamar, Meriwether, Newton, Paulding, Pickens, Pike, Polk, Rockdale, Spalding, Troup, Upson, and Walton Counties in Georgia; and Chambers County in Alabama.
- **Boston-Worcester-Manchester, MA-NH CSA** includes Essex, Middlesex, Norfolk, Plymouth, Suffolk, and Worcester Counties in Massachusetts and Belknap, Hillsborough, Merrimack, Rockingham, and Strafford Counties in New Hampshire.
- **Chicago-Naperville-Michigan City, IL-IN-WI CSA** includes Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, and Will Counties in Illinois; Jasper, Lake, LaPorte, Newton, and Porter Counties in Indiana; and Kenosha County in Wisconsin.
- **Dallas-Fort Worth, TX CSA** includes Collin, Cooke, Dallas, Delta, Denton, Ellis, Henderson, Hood, Hunt, Johnson, Kaufman, Palo Pinto, Parker, Rockwall, Somervell, Tarrant, and Wise Counties in Texas.
- **Detroit-Warren-Flint, MI CSA** includes Genesee, Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties in Michigan.
- **Houston-Baytown-Huntsville, TX CSA** includes Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, San Jacinto, Walker, and Waller Counties in Texas.
- **Los Angeles-Long Beach-Riverside, CA CSA** includes Los Angeles, Orange, Riverside, San Bernardino, and Ventura Counties in California.
- **Miami-Fort Lauderdale-Pompano Beach, FL Metropolitan Statistical Area (MSA)** includes Broward, Miami-Dade, and Palm Beach Counties in Florida.
- **Minneapolis-St. Paul-St. Cloud, MN-WI CSA** includes Anoka, Benton, Carver, Chisago, Dakota, Goodhue, Hennepin, Isanti, McLeod, Ramsey, Rice, Scott, Sherburne, Stearns, Washington, and Wright Counties in Minnesota; and Pierce and St. Croix Counties in Wisconsin.
- **New York-Newark-Bridgeport, NY-NJ-CT-PA CSA** includes Bronx, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, Ulster, and Westchester Counties in New York; Bergen, Essex, Hudson, Hunterdon, Mercer, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, and Union Counties in New Jersey; Fairfield, Litchfield, and New Haven Counties in Connecticut; and Pike County in Pennsylvania.
- **Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA** includes Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties in Pennsylvania; Burlington, Camden, Cumberland, Gloucester, and Salem Counties in New Jersey; New Castle County in Delaware; and Cecil County in Maryland.
- **Phoenix-Mesa-Scottsdale, AZ MSA** includes Maricopa and Pinal Counties in Arizona.

- **San Jose-San Francisco-Oakland, CA CSA** includes Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Sonoma, and Solano Counties in California.
- **Seattle-Tacoma-Olympia, WA CSA** includes Island, King, Kitsap, Mason, Pierce, Snohomish, and Thurston Counties in Washington.
- **Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA** includes the District of Columbia; Baltimore City and Anne Arundel, Baltimore, Calvert, Carroll, Charles, Frederick, Harford, Howard, Montgomery, Prince George's, Queen Anne's, and St. Mary's Counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, Manassas Park, and Winchester Cities and Arlington, Clarke, Fairfax, Fauquier, Frederick, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties in Virginia; and Hampshire and Jefferson Counties in West Virginia.

Definitions of the four geographic regions of the country are noted below.

- **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.
- **South:** Alabama, Arkansas, Delaware, the District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.
- **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
- **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

**Table 1. Employment Cost Index for total compensation and for wages and salaries, private industry workers, United States, South region, and the Washington area, not seasonally adjusted**

Area	Total compensation				Wages and salaries			
	12-month percent changes for period ended-				12-month percent changes for period ended-			
	March	June	Sep.	Dec.	March	June	Sep.	Dec.
<b>United States</b>								
2013 .....	1.7	2.0	2.3	2.3	1.7	1.9	2.3	2.2
2014 .....	2.8	1.9	1.9	1.9	2.8	2.2	2.1	2.1
2015 .....	1.8	2.4	2.3	2.2	2.0	2.6	2.4	2.3
2016 .....	2.3	2.4	2.5	2.6	2.6	2.4	2.6	2.8
2017 .....	2.8	2.9	2.9		2.9	2.9	3.1	
<b>South</b>								
2013 .....	1.7	2.0	2.2	2.2	1.7	2.0	2.3	2.2
2014 .....	2.2	1.8	1.6	1.5	2.2	2.1	1.9	1.8
2015 .....	1.5	1.6	1.5	1.3	1.7	1.9	1.7	1.4
2016 .....	1.6	1.6	2.0	2.4	1.8	1.7	2.1	2.7
2017 .....	2.6	2.7	2.6		2.8	2.9	2.7	
<b>Washington-Baltimore-Northern Virginia</b>								
2013 .....	1.5	1.3	1.1	1.4	1.4	1.0	1.0	1.2
2014 .....	1.1	1.8	2.3	2.4	0.7	1.5	1.8	2.2
2015 .....	2.3	2.0	1.8	2.4	2.5	2.5	2.1	2.8
2016 .....	2.3	1.9	2.5	2.2	2.8	2.5	3.3	3.0
2017 .....	2.5	3.1	2.8		2.8	3.5	3.0	

**Table 2. Employment Cost Index for total compensation and for wages and salaries, private industry workers, United States, geographical regions, and localities, not seasonally adjusted**

Area	Total compensation			Wages and salaries		
	12-month percent changes for period ended-			12-month percent changes for period ended-		
	Sep. 2017	Jun. 2018	Sep. 2018	Sep. 2017	Jun. 2018	Sep. 2018
United States .....	2.5	2.9	2.9	2.6	2.9	3.1
Northeast .....	2.8	2.7	3.1	3.0	2.4	2.9
Boston-Worcester-Manchester .....	3.0	1.7	2.4	2.8	1.1	2.0
New York-Newark-Bridgeport .....	2.9	3.0	3.1	3.2	2.8	2.8
Philadelphia-Camden-Vineland .....	2.1	3.0	2.5	1.8	2.8	2.9
South .....	2.0	2.7	2.6	2.1	2.9	2.7
Atlanta-Sandy Springs-Gainesville .....	2.2	1.9	1.8	2.7	2.0	2.1
Dallas-Fort Worth .....	1.4	2.1	2.8	1.9	1.8	2.5
Houston-Baytown-Huntsville .....	2.1	1.8	1.9	2.6	1.9	2.0
Miami-Fort Lauderdale-Pompano Beach .....	3.7	2.7	2.7	3.9	3.1	3.0
Washington-Baltimore-Northern Virginia .....	2.5	3.1	2.8	3.3	3.5	3.0
Midwest .....	2.2	2.5	2.8	2.2	2.5	3.1
Chicago-Naperville-Michigan City .....	2.4	3.1	3.5	2.3	3.1	3.5
Detroit-Warren-Flint .....	2.5	3.0	2.8	2.8	3.4	3.2
Minneapolis-St. Paul-St. Cloud .....	1.1	3.2	4.5	1.0	3.1	4.7
West .....	3.4	3.6	3.3	3.4	3.7	3.7
Los Angeles-Long Beach-Riverside .....	3.6	3.1	2.4	3.2	3.3	3.0
Phoenix-Mesa-Scottsdale .....	2.8	3.5	3.0	3.0	3.6	3.4
San Jose-San Francisco-Oakland .....	2.9	4.0	4.0	2.9	4.5	4.5
Seattle-Tacoma-Olympia .....	7.6	7.8	0.7	3.8	3.9	3.7